TEAMSTERS DEMOCRATIC UNION

CONVOY DISPATCH

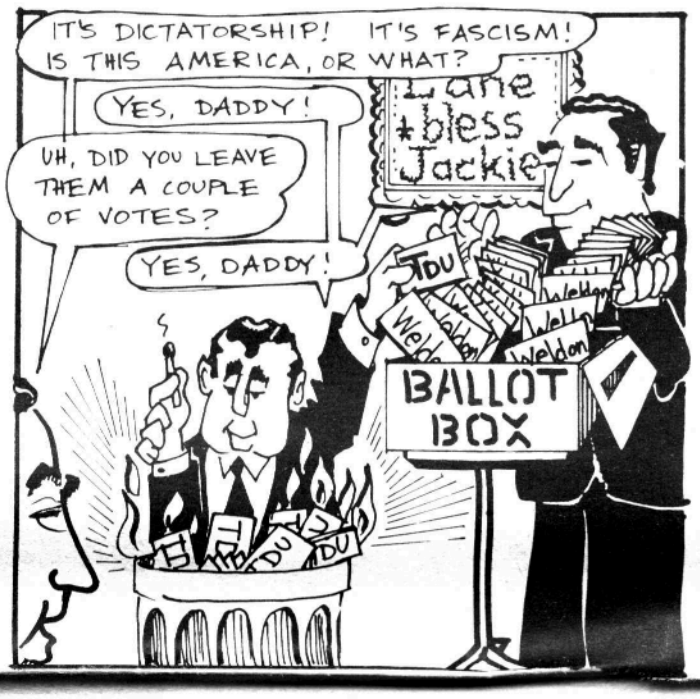
Nov./Dec. 1987
#74

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

109

Mathis Steals Election

WELCOME TO ATLANTA, HOME OF THE MATHIS FAMILY...
BOYS, IT'S A SHAME WHAT THIS COUNTRY HAS COME TO!
YES, DADDY!
YES, DADDY!
THE GOVERNMENT IS TRYING TO TAKE OVER OUR FREE, DEMOCRATIC UNION!
God + bless Jackie
BALLOT BOX
TDU



"It's not our fate I'm concerned with —we will survive. It's the fate of freedom, democracy, and the rule of law in America that I'm concerned with."

These lofty words were written by Jackie Presser and published in the latest issue of the *International Teamster*. He was talking about the possible move by the Justice Department to put the International Union in trusteeship. Ironically, his words could have easily reflected the feelings of thousands of Georgia Teamsters who saw a local union election blatantly stolen by Presser's probable successor, Weldon Mathis.

Why would a man as powerful as Weldon Mathis resort to tactics that make a mockery of the law, democratic principles and freedom? How could the secretary-treasurer of our International Union stoop to using tricks that Ferdinand Marcos would be comfortable with? The answer is simple: Weldon may have been defeated in the Local 728 election. Fearing this embarrassment, he and his family used the tactics that came naturally to them.

The Election Challenge

Atlanta Local 728, a statewide local covering roughly 8,000 Teamsters, is the home local of Weldon Mathis. It is the largest local in the Southern Conference and has been the site of a steadily growing TDU chapter since 1984. Like a number of other Teamster locals, it has become a family empire. Mathis's son, Lamar, is secretary-treasurer. Another son is an appointed BA. A third is a DRIVE representative, and Mathis's niece is a secretary at the local. Their combined salaries, pensions and perks would probably dwarf the losses taken by some big-time Wall Street investors in recent weeks.

This year two slates with widespread membership support emerged to challenge Mathis and his family dynasty. The Teamsters for Democracy (TFD) slate, widely recognized as the TDU slate, was highly organized and covered the entire state with their campaign teams. They recruited over 100 members to serve as election observers. Talk on the street indicated that Mathis could run a dead third in the election. Another slate, Members Against Nepotism (MAN), also challenged Mathis and his family.

The Employers Love Weldon

Mathis recruited some heavy-duty

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Jobs, Equality, Security in '88

Teamsters Demand Strong NMFA

Teamsters under the National Master Freight Agreement are angry. They are talking more militantly than they have for years.

The last freight contract gave us a two-tier wage, lower rates for casuals, no cost of living clause, no protection against freight diverted to non-union subsidiaries, and a flawed drug-testing system. Another "major Teamster victory" like that and we're done for!

Teamsters attending the freight planning meetings at the TDU Convention echoed these sentiments and laid groundwork to kick off the biggest contract campaign in the history of TDU. A National Freight Committee was set up to coordinate activities. The campaign will summarize the concerns of the membership in the slogan: "Jobs, Equality, Security."

The rank and file campaign will educate and unite the 200,000 freight Teamsters. The committee will begin issuing contract bulletins in November and organizing within local unions in the various states and regions, and within each major employer in the NMFA. By March, we need a strong and united network that is in touch with and can reach the majority of freight Teamsters.

"It will be similar to what we did in the summer of 1983 to defeat Presser's Relief Rider by an 88% vote, but that was in just two months. We are aiming for a much higher level of rank and file organization in 1988," TDU organizer Ken Paff said.

The last contract was sold to the members as saving jobs. But the stronger carriers used the 30% savings on new-hire wages and low-wage casuals to start a massive rate war aimed at driving weaker companies out of business. This has cost Teamster jobs. The same can be said for the ESOP plans. Freight operating ratios have been bad this year and many companies will be crying that they are poor. But if the companies are going to shoot themselves in the foot, why do we have to pay for the bullets?

And what about the non-union carriers? The biggest growth has been in the non-union subsidiaries of the companies under the NMFA. CF/Conway operates the second-largest scab LTL system in the country. Roadway bought Spartan and started RPS. Preston bought Reeves and Saia. Article 32 has proved useless in stopping double breasting. The money that funds this non-union expansion has come straight from our concessions.

We have to correct the mistakes of the last contract. And there is reason for optimism. The employers' scare tactics and Presser's PR that sold the

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Back in the AFL-CIO — What will it mean? See page 12

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

From the Members

Unionism At Its Finest

I wish to express my gratitude to all who made our convention such a great success. It was my first, and I was very impressed with the quality and caliber of the people that attended. I haven't experienced such a dedicated and heartwarming group in my life. It was unionism at its finest.

Bob Violette
Local 42
Lynn, Massachusetts

IBT Article Is Misleading

The purpose of this letter is to again voice my strongest objections to a deliberately distorted and misleading article, which appeared in the September issue of the International Teamster magazine.

The article, entitled "Supreme Court Upholds Job Safety for Truck Drivers," describes the recent Supreme Court decision which was reached after Roadway Express refused to comply with an order by OSHA to reinstate me after an investigation revealed that I was discharged for complying with safety [illegible] quotes R.V. Durham, the Teamster Union's safety and health director, praising the decision as "an important victory for workers' rights."

This article gives the misleading impression that you (Jackie Presser) and other Teamster officials have a strong interest in job safety and workers' rights. My experience has clearly established that you...have absolutely no real concern. You are clearly using this article as a propaganda machine in order to deceive the unknowing reader and thereby claim credit for something that you deserve absolutely no credit for.

My discharge occurred shortly after a Roadway manager had threatened me as a result of my complying with safety regulations. You were immediately notified of this threat, but the Teamsters Union took no action to abate this threat. The Teamster officials who participated in the disposition of this discharge then voted to uphold this discharge, which was initiated in violation of the labor contract.

These Teamster officials did as they have done in previous, similar discharge cases involving truck safety: everything in their power in order to help support Roadway in this illegal discharge.

If the rank and file members are ever granted the use of our basic democratic freedoms and permitted to vote and elect a General President of our choice, we can then bring about the needed changes that have plagued us for years.

Jerry W. Hufstetler
Local 528, Roadway
Florida

Just weeks before the October TDU Convention we lost a good friend and member of the TDU International Steering Committee. Pete Sercombe, of Sacramento, California, died at the age of 64.

Pete, ever the optimist, had planned to be at our convention and also hoped to be nominated for office in Local 150, where he was a driver for Transcon. He was battling cancer, but not taking anything without a fight.

Pete was no politician at all, but a lifelong truck driver dedicated to unionism. He was always talking TDU and unionism with fellow Teamsters on the road. He was a man of principles, something this world needs more of. His commitment rubbed off on those of us who knew him and worked with him.

Mike Tobin, Local 150 brother and fellow TDUer, said, "We miss Pete a whole bunch. He did the work of ten concerned members getting the Convoy Dispatch distributed to every windshield he could get his hands on in the Sacramento area and, in fact, throughout California.

"He believed in TDU, and in educating the rank and file and his own fellow workers at Transcon. His spirit lives on in Sacramento."

Pete is survived by his wife Hazel, three sons, one daughter and twelve grandchildren. Pete's son Bill, of Jackson, Michigan, is a PIE driver and, like his father, an active TDU member.

Contract With Silver Lining

In your last *International Teamster* issue you gentlemen (Teamster officials) were patting yourselves on the back for such a great job done in bargaining with UPS over our new contract.

Then the membership voted and turned down the UPS contract by a majority, though it was heavily endorsed by the Teamsters. You gentlemen, who are being paid to represent UPS employees, not the employer, had the gall to accept the contract. You have violated our trust and have shown your true colors, prison's black and white stripes.

There has been a reward for your type of service going back to the time of Jesus Christ. That reward is 30 pieces of silver for the act of betrayal. We would have sent it to your Swiss bank account, but UPS wouldn't give us your account number. So we have made a donation to TDU in your names for your excellent handling of our contract.

Local 243 UPSers
Twilight Sort Shift
Livonia, Michigan hub

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Joe Day, #170
Diana Kilmury, #213
Michael Savwoir, #41

Organizer:
Ken Paff, #407

Trustees:
Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:
John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728
Michael Ruscigno, #138
Gail Sullivan, #278

Alternates:
Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Road Drivers Seek Better Contract Language

TDU Sets Safety Agenda

The Road Drivers Safety and Health workshop at the TDU Convention focused on changes brought about by last year's Commercial Motor Vehicle Safety Act (CMVSA), and on improvements drivers want in the 1988 National Master Freight Agreement (NMFA).

Part of the CMVSA, requiring drivers to hold only a single license, became effective July 1. However, according to DOT spokespersons, the agency is holding an unofficial grace period, and drivers may still turn in their additional licenses without fear of federal reprisals. The agency expects to begin enforcement of the license provisions, which provide for civil and criminal penalties up to a $5,000 fine and 90 days in jail, on January 1.

Other parts of the CMVSA remain in legal limbo. For example, the law provides for license suspension for a single violation involving "excessive speeding" or "serious traffic violations." In addition, the law proposes that drivers lose their licenses for a year if found with more than a .04 blood alcohol level.

According to the DOT, the agency will issue proposed regulations in November and January defining excessive speeding and serious traffic violations, and proposing .04 as the legal limit for truck drivers. *Convoy Dispatch* will publish these proposals—which are subject to public comment—for your input, and TDU will take appropriate action.

Also on the agenda for the workshop were proposals for the 1988 NMFA. Drivers agreed that what Article 16 needs most is strong enforcement. They listed proposals that could put some real teeth into the article and provide real protection for road drivers.

First on the list was an innocent-until-proven-guilty provision, which would allow drivers to refuse dangerous equipment and retain their jobs unless and until the company could prove, at a grievance hearing, that the drivers' position had been unreasonable.

Drivers suggested that the agreement require payment of a minimum of at least 15 minutes for pre-trip inspections. They agreed companies should be required to retain a 30-day diary of VCRs in the power unit so that drivers could determine their truck's safety history. And they called for language to limit the companies to reasonable running times, with bobtailing eliminated entirely. Drivers also sought language that would create limits on the wheelbase ratio because of the rash of problems with the new, shorter wheelbases.

Members interested in working on contract proposals and joining this year's Road Drivers Safety Committee should contact the TDU office.

Labor Legislation Inches Slowly Through Congress

Legislation of importance to workers is moving slowly through Congress. *Convoy Dispatch* updates the status of key bills last reported on in April.

• *Trade Bill.* Reconciliation of versions of the bill that passed in the House and Senate earlier this year is stalled in joint committee as Congress is reluctant to move forward after last month's stock crash. Plant closing provisions call for companies with at least 100 employees to give 60 days notice prior to a shutdown, or layoff of 50 employees if they constitute one-third of the work force.

• *Double Breasting.* Legislation to prevent employers in the construction industry under union contract from setting up non-union operations has passed in the House and is in Senate hearings. No such legislation is pending to protect unionized trucking.

• *Parental Leave.* A House committee is expected to review a version of the bill that would require, over the next three years, employers of 50 or more workers to provide unpaid leaves of absence of up to 10 weeks for both men and women for childbirth, adoption or elderly parent care. The workers must have at least one year service and work at least 20 hours per week. The bill also requires employers to provide up to 15 weeks of unpaid leave for medical emergencies. Hearings have concluded in the Senate and the bill should move to Senate committee in a couple of months.

• *High Risk Notification.* This bill would require employers in high-risk industries to notify past and present employees of the risk of illness associated with their jobs. The House passed the bill last month and it is expected to be the first labor legislation that the Senate will consider next year.

• *Minimum Wage Increase.* Both the House and Senate bills call for increases of 50c, 40c and 40c during the next three years to the current minimum wage of $3.35 per hour. The bill is moving slowly, but is expected to reach committees early next year.

• *Polygraph Testing.* Legislation requiring an across-the-board prohibition on polygraph testing of employees in the private sector was expected to be voted on in the House early in November.

Organizer for West Coast Chosen

Longtime TDU leader Doug Allan of Los Angeles has been chosen as regional organizer in the West. Doug will be assisted by his wife, Mary Allan. Doug was a founding member of TDU in 1976 and was consistently elected to the TDU International Steering Committee, until he chose not to run this time. He has been a Teamster for over 30 years and was twice elected to office in Los Angeles Local 208. He was an outspoken delegate to the 1981 and 1986 IBT Conventions.

Doug recently retired from Yellow Freight and can now volunteer his services to the rank and file movement. Some 50 TDU activists and leaders from the West Coast attended the TDU Convention in Windsor, Ontario, and were especially enthusiastic about Doug's selection.

TDU Dues to Increase Jan. 1

The TDU Rank and File Convention debated three separate amendments to the TDU Constitution dealing with dues, and overwhelmingly voted to raise TDU yearly dues from $25 to $30. The new dues rate will become effective January 1, 1988. New applications will be prepared before that time. A three-year dues rate of $75 will be available, and the $15 annual rate for low-income Teamsters, retirees and spouses will be unchanged.

TDU dues have not increased since October 1983, so TDU income has risen only through membership growth. With huge tasks ahead of us, TDU members felt increased income is crucial at this time. TDU Organizer Ken Paff told the Convention, "I want you to consider carefully whether raising our dues will make it harder to recruit new people, because maximum recruitment is our priority." Several members who have been recruiting took the floor to say they felt the long-overdue increase would not keep people from joining. Many Teamsters pay monthly union dues in the range of $30, so TDU dues are simply "one extra month a year," as one member summed up, "the best bargain anywhere."

New Look for Convoy Dispatch

The TDU Rank and File Convention in October voted to update the masthead on the front page of *Convoy Dispatch*, and to ask you, our Teamster readers and supporters, for help in doing it.

We are looking for a new design that will retain the name *Convoy Dispatch*, but include the word "Teamster" and a graphic design that better represents the breadth of Teamster membership. We want to make it clear, right "up front," that we are 100% Teamster, and that we are for all Teamsters—whether we work on a truck, in a warehouse, office, plant or cannery, or at a construction site. We are Teamsters united.

Got an idea for us? We want to hear from you. The newly elected TDU Steering Committee will choose from among designs submitted. Please, if possible, submit your drawing or idea by December 5, 1987, to *Convoy Dispatch*, PO Box 10128, Detroit, Michigan 48210.

Join The $100 Team

"TDU is one of the biggest thrills in my life. Giving to the $100 Team every year makes my convention. When you think of how much we're paying in union dues, for each $1 we give to TDU we're getting $10 worth of services back—that's $1,000 worth of mileage."

John Carter
Continental Baking, Local 550
West Islip, N.Y.

At the recent Rank and File Convention, members donated over $18,000 to the Teamster Rank and File Education and Legal Defense Foundation (TRF) to continue its legal and educational work. We need *your* help, too.

☐ My $100 donation is enclosed.
☐ I pledge $100 in four monthly payments of $25.
☐ I pledge $100 in 10 monthly payments of $10.

☐ I wish to remain anonymous.
☐ My name may be listed as a donor.

Name_____ Local #_____

Address _____

City_____ State_____ Zip_____

Mastercard/Visa #_____ Exp. date____/____

Date_____ Signature _____

New ISC Member

Michael Rusciano
Local 138 BA
Brooklyn, N.Y.

TDU put me in touch with the laws that are there to protect the rights of every working person. TDU opens that door to our laws. They taught me to use these rights ... and use them I did. The more I used them, the more I heard about the company not liking it.

Truckers Need Contract With Teeth

Concessions Feed Discounts

Keith Gallagher
Roadway Driver
Local 229, Scranton, Pennsylvania

Deregulation has left an ugly mark on the freight industry. We have watched as union membership in the industry has been decimated by bankruptcies, as members' hard-earned wages have been bilked by ESOPs and as our union negotiators have been unable or unwilling to deal effectively with this situation.

Union concessions to stabilize the industry and save jobs have only aided the largest, most profitable carriers and resulted in no stability or saved jobs. Our brothers and sisters whose jobs have been lost are victims of corporate greed and union incompetence.

Discounted freight rates have become commonplace as the Big 3 (Roadway, CF and Yellow) scramble to increase their market share. Companies unable to match discounts with the giants have faltered. Some have gone bankrupt.

Just as discounts are used as weapons against smaller, more marginal carriers, they'll also be used against us in the upcoming contract. We as a union must be careful not to be taken in by the companies' gloomy financial reports, for they are cosmetically altered by discounts. Because a disturbing trend is forming where Teamsters under the NMFA are giving up on monetary increases in the next contract, I decided to do a little investigating.

I am a city pickup and delivery driver for Roadway Express. My run from northwest New Jersey is not very industrialized, so you wouldn't think it's a prime discount area. I work a ten-hour day, four days a week, but my area is serviced the full five-day week. The following figures are from a typical week on my run, based on four days.

Last week I had 58 bills on board to deliver, 35 of which were discounted, or 60%. Two of these bills were not revenue bills, so there is no way of knowing if they were discounted. The highest discount was 60% and the lowest was 15%. The total monetary discount for my four-day week was **$2,768.39. The average discount was** 40.5%, or $79.09 per discounted bill. That's $692 a day in discounted freight just on my run.

Everybody talks about the effect of rate discounting on the industry. But I was shocked at the monetary figures. It's incredible what concessions in the last two contracts have enabled Roadway to do. They have increased market share by forcing other companies out of business. Yet, they are still making a profit, $31 million for the first three quarters of 1987—even while their package system is losing money. Roadway's current operating ratio is 95. They've continued to purchase new equipment and build new terminals. They have enough left over to fight the union at RPS and operate several nonunion companies. Hardly a gloomy situation, and certainly a contradiction to their propaganda.

The current freight rate in Central Pennsylvania is $14.72 an hour, or $588.80 a week. For each day I delivered freight, Roadway discounted over $100 more than I earn in a week.

My conclusion is that Roadway can afford to abide by the contract and provide job security, and that elimination of concessions such as the 70% wage scale would help stabilize the industry by eliminating some of Roadway's ability to discount. Furthermore, Roadway can afford to pay every employee more than we are making now and still maintain an operating ratio of 95 or better.

What we need is a contract with ***teeth, a contract short on concessions*** and long on improvement. I for one am ready to strike for that.

Freight Contract Proposals

The following list outlines contract proposals developed at the freight planning meeting for the 1988 NMFA campaign.

Equal pay for equal work—no more second class Teamsters.
- End the 70-80-90 clause and casual rates.
- Full benefits for casuals.
- Casuals used beyond any 30-day period must be given first opportunity for any job openings. Casuals must have the right to grieve denial of work.
- End the two-tier wage rate in Western and Michigan office supplements.
- All clericals and mechanics must be brought under the contract.

Protect jobs—stop double breasting and the use of brokers.
- Change Article 32 to ban subcontracting, use of brokers, and to provide strict limitations on railing trailers. Target those carriers that are the biggest violators.
- Refuse to sign a contract that does not include Conway, Spartan, Saia, et al.
- Preferential hiring for employees displaced by bankruptcies and closures.
- No mandatory overtime when anyone is on layoff at a terminal.
- Road drivers must be allowed option of two-day book off per week.
- Keep NMFA intact and expand it. Any carrier that bargains separately must be held to the master agreement. No sweetheart deals.

No more concessions.
- Restore the cost of living clause.
- All wage increases must be in base pay—no "bonuses."
- Improve work and dispatch rules, seniority rights. Stop job combinations.
- **Improve Pensions.** $1500 at 25 yrs. $2000 at 30 yrs. Cost of living on pensions.

Innocent until proven guilty in the grievance procedure.
- Remain on the job until final grievance decision.
- Remove Article 35 on drug testing (or modify to provide rehab option if test is positive, right of union to get second test, raise levels considered positive and stop random testing).
- Stop production harassment.

Did IBT Propose Drug Tests?

A top employer-negotiator has claimed that the IBT, *not* the employers, has forced drug-testing-discipline clauses into trucking contracts. This would mean that our top national negotiators have actually bargained directly against the interests of the members, leading to many discharges.

Ian Hunter, the executive director of the National Automobile Transporters, bargains for auto carriers employing 25,000 Teamsters. In an affidavit sworn and signed in September he stated, "The IBT, based upon my best recollection, first proposed a proposal of the drug and alcohol testing program involved herein, during the March and April negotiation sessions held in Arlington, Virginia."

Hunter goes on to claim that the union later withdrew the demand for the discredited program, and then he and the union quietly signed it after the contract was ratified.

TDU filed suit against this trick and was 100% successful in ending the program and having reinstatement offered to all carhaulers who were fired under it. The identical program is still in effect covering 200,000 freight Teamsters, many of whom have been victimized by it. If indeed it was the union and not the employers who demanded this monstrosity, it should be easy for the union to end it in the coming negotiations.

DOC
JUST HOLD STILL...
I KNEW IT WOULD COME TO THIS.
THE COMPANY WANTS ME TO LOAD, UNLOAD, SWITCH, DELIVER, AND PICK UP FREIGHT.
ALL AT THE SAME TIME.
AND NOW THIS!
TRY TO KEEP THE DUST DOWN OK?
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Freight Contract

continued from page 1

last contract—by a narrow margin—will be much less effective this time. TDU's UPS Committee just showed that a majority "No" can be organized, even with a 50% part-time work force and a $1,000 "bonus" offered in the deal.

The majority of NMFA Teamsters now work for the ten biggest freight corporations. Although Teamsters don't want a strike, the employers dread one and will seek to avoid a contract rejection. The big carriers don't want even a short strike because it will cost them what they've discounted to get—a larger market share. Let's aim high, for a contract that provides jobs, equality and security.

St. Louis Local 600 Wins Battle, but Freight Wars Continue

Quick action by St. Louis Local 600 has halted some rail diversion of freight by PIE at the St. Louis terminal.

In early June, PIE began loading trailers at the railhead in East St. Louis, where they were shipped to Harrisburg, Pennsylvania, and sent on to breakbulks in Hagerstown, Maryland and Bath, Pennsylvania. PIE in St. Louis had laid off 22% of its road board since Easter. St. Louis drivers, prior to the diversion of freight, were handling the overflow freight by slip-seating with drivers from Cincinnati and Terre Haute.

On September 1, a grievance was filed. Billy Graham, PIE vice president of labor relations, agreed to pay all the piggyback claims, about $10,000 worth, and to put the drivers back to work. So far, they have paid 20 eight-hour minis. The company stated that the use of the rails would be cut back, but not stopped, and that they would simply pay the claims when they were in violation of the contract.

Why is the company continuing to violate the agreement and willingly paying for their violations? Jim Skelton, PIE western region vice president, said it is cheaper to pay the runaround claims and layover pay instead of using PIE drivers and equipment, and claimed the company's savings on benefits alone would make up for any grievance claims.

While drivers are collecting on the claims, the company is cutting jobs with their continued violations of the contract. Their expression of gratitude to drivers for their 15% contributions to keep the company in business is a strange one. They take a 15% wage reduction and give freight to the rails. So the rails cut the rates 65%, leading to more loss of freight and the kind of management mistakes that have brought PIE perilously close to going out of business.

New ISC Member

Scott Askey
Yellow Freight
Local 63, Barstow, California

The two-tier wage that we are suffering under (in freight) with 10% increments. . . not only is hurting us, but the International Union is finding out it's hurting their organizing efforts within the non-union trucking companies.

CF Laughing All the Way to the Bank

Jim Bowen
Consolidated Freightways
Local 63, Mira Loma, California

I've been a Teamster for the past eight years, a TDU member for about one year and a regular employee for CF at the Mira Loma, California, breakbulk since July 1985. Our company contract is continuously violated and since April 1987, we have experienced daily occurrences of owner-operators pulling freight out of our unionized outfit.

This procedure will totally hurt the union organization; it's what the company is striving for. I'm paying monthly dues to watch the union be flushed down the toilet, while my representatives sit on their duffs. I don't think they personally give a damn, or we would have a wildcat strike 24 hours after the very first owner-operator pulled in on union ground.

From December 1985 to September 1986, I continuously filed runaround claims against the company. About 60 CF trailers a day were being diverted to the Union Pacific rail yard, while I was at home with ample hours to pull division trips.

In September 1986, the assistant terminal manager requested that I see him in his office. At this point I had 61 total grievances accumulated. I was intensely criticized for my actions and verbally threatened with my job security if I did not put a stop to it. A final decision was won last May in favor of the drivers.

But even though we documented the diversion of freight by CF and won the grievances at the national panel, we ended up with a fraction of the money we should have won. And CF is laughing all the way to the bank with Teamster jobs stolen.

I give my fellow Teamsters encouragement to support and join TDU. They have true dedication and know the meaning of Teamster organization at TDU.

Editor's note: Drivers at other CF terminals report similar problems. For example, Chicopee, Massachusetts, drivers are investigating the terms of a 1982 change of operations that is now being violated by CF. Chicopee management is setting up runs so that foreign drivers get better-paying runs while bid drivers wait for the leftovers.

PIE Replaces Management In New Corporate Shake Up

For the fifth time in two years, PIE management has been shaken up, leading to further confusion and anxiety over the state of the carrier. Following on the heels of an Oct. 9 memo from CEO Leo Suggs, stating that PIE had requested further wage reductions and was planning a possible shutdown of some terminals, the firm's Board of Directors received a jolt—and basically a whole new management team.

Brought onto the board were three principals of Northeast Management of Vero Beach, Florida, a transportation consultant firm that specializes in helping financially troubled carriers. Charlie Rodgers, president of Northeast Management, is the new president of PIE; Harold Doyle, executive vice-president, and A. David Milner, corporate secretary.

Kinzey Reeves, former chairman of the board, retired from his position. Suggs and William Ovard, chief financial officer, resigned their positions. Other resignations from the board included Martin Noon, who represented non-union employees, and Robert Harris, a labor arbitrator who was one of the Teamster representatives on the board. Harris resigned a week before the shakeup.

Rodgers and Doyle both worked in the trucking industry before they became consultants. Rodgers was employed by Kramer Brothers and later Transcon. Doyle was president of *Great Lakes Express, one of the first* companies to accept wage reductions below NMFA scale in the '70s. GLX later merged into Branch Motor, which also imposed wage concessions and later went out of business.

In related news, Maxitron I and Maxitron II have filed for bankruptcy. Company memos have been distributed saying that the bankruptcy actions won't affect PIE. Meanwhile, the IBT has turned down PIE's request for a further 5% wage cut.

Freight Lines

Roadway: When You Have to Blame Someone, Blame the Driver

A memo from Roadway bigshot J.T. Topping is a good example of blaming the victim. In this case, it happened to be an unfortunate driver stuck with some bad equipment. Topping says, "On Aug. 18th, I was advised of a situation involving a Roadway driver that I find unacceptable. The superintendent of a state police organization advised me that one of our drivers was ticketed for intentionally blocking traffic on an Interstate highway by driving well below the speed limit. It's this type of negative, unprofessional driving that casts a shadow on all of our drivers."

What Topping failed to mention was that since Roadway has cut back engine performance to save fuel and operating costs, the road equipment won't even get out of its own way. The motoring public and the drivers are ultimately paying the cost for the "road blockers."

Corporate Creeps Still in Business

Teamsters at PIE will recognize the names of Gilbert Granet and Christopher Jansen, former partners in the infamous Maxitron I, who are defendants in the PIE employees suit over the ESOP and sale of PIE from International Utilities. Well, these two are at it again under the new name of Baytree Investors. They've recently offered three cash bids for the purchase of U.S. Truck Lines. U.S. Truck Lines is the parent company of 23 companies, including five unionized LTL carriers. U.S. Truck Lines has not agreed to the latest offer, but has indicated they are meeting with Baytree and other parties in an attempt to sell the firm. They are currently looking into Baytree's ability to raise the cash made in the latest offer. A wise move considering Granet's and Jansen's past performance with PIE. If Baytree is successful in acquiring U.S. Truck Lines, it has indicated it will sell two unionized carriers: Brown Express and CCC Highway.

Pilot Sold

On Oct. 12, the owners of TNT Pilot OK'd the sale of the financially troubled line to the Taggart Group, a New Jersey management and investment firm formed to acquire troubled carriers and restore them to profitability. The new company, Pilot Freight Carriers, will operate as a separate subsidiary of the Taggart Group. All of Pilot's 2,000 union workers will be retained. Pilot employees are currently working under a three-year agreement that guarantees job security until April 1988 in exchange for a 10% wage reduction.

Milne Shuts the Doors

Milne Truck Lines, a subsidiary of Sun Carriers, closed its doors on Sept. 18, after the union rejected severe wage concessions the company claimed were needed to keep operating. Milne's "solution" to their troubles was to ask for a 22% wage reduction for drivers and freight handlers, a 43% cut in clerical wages, and a frozen two-tier rate below 70% for new hires. Sun Carriers, which own St. Johnsbury and Jones Truck Lines, two of the most profitable carriers in the LTL industry, announced that the West would now be serviced through a marketing partnership with Northwest Transport, another highly profitable NMFA carrier.

TDU: 'A Light to People in

Members Are Our Strength. A major part of the convention is the sharing of experiences, ideas and spirit. Unity and unionism is what the convention is all about. **Above left:** Conventioners listen to opening session speakers. **Above right:** Shreveport, Louisiana TDUer and Roadway driver O.L. Pinson speaks from the floor. **Left:** UPSer Jack Mallaghan traveled all the way from Seattle to participate in the convention. **Right:** Northwest Transport driver and steward Mike Molgard of Denver.

Over 400 rank and file Teamsters gathered on October 10-11 to show that the movement for democracy and reform in our union is alive, growing and ready to take on new challenges. By all standards the 12th Annual Rank and File Convention was a success. Unity was built, friendships renewed, leadership elected and plans set for 1988 activity.

A primary focus of discussion at this year's convention was the possible action by the Justice Department to place the International Union in trusteeship. A resolution was discussed and passed which reaffirms TDU's stand against trusteeship and in favor of government-supervised elections (See page 12, for the full resolution). Friday evening's program was devoted to this topic, as was a special workshop on Saturday.

Dozens of new members attended this year's convention, testifying to TDU's growth and adding an enthusiastic spirit to convention sessions. This year's convention also saw the largest-ever turnout from the Western

Convention Quotes

We are unalterably opposed to all those people, official and unofficial, who have made our union synonymous with corruption. We are opposed to those people who have abused the power that was entrusted to them. We are opposed to those who have shamed the memory of all those good men who were murdered back in the thirties, and all those who had their heads beat on, in order to gain the conditions we now enjoy. We are opposed because these officials have not kept faith with those brave and courageous people.

—Bill Slater, Retired Local 315, Lakeport, California

TDU put me in touch with the laws that are there to protect the rights of every working person. TDU opens that door to our laws. They taught me to use these rights. . . and use them I did. The more I used them, the more I heard about the company not liking it.

—Mike Ruscigno, Local 138 BA, Brooklyn, New York

So we are faced with a dilemma. Do we support the government's legal claim, in spite of its union-busting intent? Or do we support our union in spite of its corruption and lack of democracy? . . . We need and have a position that combines the truth of each side. . . We, the rank and file of the union, demand now what we have always demanded. The right of the membership to directly elect its International officers.

—Gail Sullivan, Local 278 BA, San Francisco, California

Other Unions'

states — over 50 traveling from Washington, Oregon, California and the Rocky Mountain states.

If one word could sum up the convention, it would be "solidarity." Men and women, young and old, black and white—Teamsters from practically all jurisdictions coming together to build TDU and the movement for democracy in our union. At Saturday night's banquet, guest speaker Jerry Tucker, a United Auto Workers activist from St. Louis, said he was inspired by TDU's struggle against great odds. He encouraged our continued leadership toward progressive social change. During the closing session Sunday, representatives of striking Blue Cross/Blue Shield workers in Detroit reported on their fight for a decent contract. Over $600 in donations was raised for the strikers.

In terms of growth and recruitment, 1987 has been one of the best years ever for TDU. Our convention reflected this strength. Our challenge now is to keep growing and building until we turn our union around.

UAW leader and guest speaker Jerry Tucker advises TDUers: "If you're going to commit yourself to the kind of pressure and danger and, in many instances, out-and-out abuse, don't do it for a trivial program. Make no small plan. Set your sights very large. Don't sneak up on it. Run at it with your democracy out front. Your surge, your urge to democratize the Teamsters Union is a mighty banner to the membership of your union." **Far left:** Signal Delivery driver Will Heimlich of Ohio seems to like what he hears. **Left:** Dave Rynerson, Dean Lynn, Bill Sercombe and Linda Stacy caucus over lunch.

Support and Dedication: Every year TDUers have shown support for our cause by donating time, energy and financial support. At this year's convention over $18,000 was pledged and donated. This support will give us a good start on meeting new challenges in the coming year. Our thanks to all who pitched in. **Above:** Members contribute their pledges at the Saturday night banquet. **Left:** Los Angeles TDU spouse Niambi Chaka registers members on Saturday morning. **Above right:** Carhauler John Raffiani from New York. **Right:** Blue Cross/Blue Shield strikers walk the picket line in rainy Detroit.

2B/ THE DETROIT NEWS/Sunday, Oct. 11, 1987

Teamster reform group calls for direct elections

By Claudia Capos
News Staff Writer

More than 400 members of the Teamsters for a Democratic Union (TDU) met Saturday in Windsor and called for a U.S. government-supervised one-member/one-vote election for international Teamsters Union officers.

Currently, international officers are elected at a convention by local Teamsters officials, who, the TDU charges, often are political cronies of the candidates they are voting into office.

The TDU resolution approved Saturday also opposed legal efforts by the U.S. Department of Justice to have international Teamsters officials, including president Jackie Presser, replaced by a court-appointed trustee. Presser is awaiting trial in Ohio on charges that he allegedly used more than $700,000 from Cleveland Local 507 to pay mob-affiliated "ghost" employees who had no real duties.

"The only way to clean up the Teamsters is for the rank-and-file to vote directly for its officers," said Doug Allan, one of the founders of the 12-year-old, 10,000-member reform movement. "The government and the courts can't do it; only the rank-and-file can. We want to take back our union."

The Justice Department is preparing a civil lawsuit against the Teamsters Union under provisions of the Racketeer Influenced and Corrupt Organizations Act (RICO), charging that the 1.7-million member union is controlled by organized crime.

If government prosecutors win the case, they could ask a federal district judge to place the Teamsters in trusteeship. A trustee would supersede the union's 21-member general executive board and supervise its daily affairs, including administration of contract negotiation committees.

TDU legal adviser Michael Goldberg said TDU lawyers would try to stop the federal takeover by filing a motion to intervene and asking the court instead to permit direct elections of international Teamsters Union officials by the rank-and-file.

"I don't trust the U.S. government," said Diana Kilmury, a TDU steering committee member from Vancouver, British Columbia. "It is ludicrous to think of the U.S. government negotiating a major contract such as the National Master Freight agreement. It would violate the independence of the union."

Local 439, Stockton, California

Certified Grocer Teamsters Unify

Michael O'Brien
Certified Grocers Warehouse
Steward, Stockton, Calif., Local 439

Teamsters at the Certified Grocers (Cergro) warehouse in Stockton, California, have been forced to relocate 300 miles, and have been hit with inhuman production standards and offered poor union leadership. But in the process we're becoming real union members.

On March 20, I received a three-day notice to relocate from Los Angeles to Stockton, as did about 160 other transfers. Local 630 in L.A. had assured us of union representation up here, but when we arrived we were surprised to find out we were without a bargaining unit. The company took advantage of this situation.

When Local 439 became our bargaining agent on August 1, we filed a record 28 grievances, most dealing with seniority, overtime and MTM production standards. BAs Pat Miraglio and Ward Allen had been working with us informally for several weeks before that and were instrumental in resolving most of the grievances. But we were surprised again when only two days later, on August 3, Allen was fired.

Dominic Garcia, Local 439 secretary-treasurer, has not provided just cause for Allen's dismissal. At the September membership meeting he refused two votes to bring Allen back. I filed a lawsuit on October 9 to force Garcia to follow the members' wishes.

We had already had enough bad representation from our old local. We've formed a small rank and file organization, Members for a Better Union. It's going strong thanks to shop steward Ray Cormier and alternates Bill Livingston and Bob Lacaffe, who had the foresight and fortitude to support the effort, and to Kurt Schneider who had the bright idea to finance MBU through $1 a week donations from the ranks.

We've closed ranks in solidarity and are wearing buttons that proclaim: "Certified is Unified!" We've turned out in force to union meetings. I want to emphasize how important TDU has been in the process. Through TDU, we are building the unity to win. We will have better working conditions and will no longer put up with a one-man dictatorship. By standing up and being positive, the rank and file can win. I urge all Teamsters to join and support TDU.

Eastern Road Casuals Collect Back Pay, Some Carriers Balk

Freight Teamsters in the Eastern Conference who have pulled road trips as casuals since April 1, 1985, and been paid less than full scale have just until November 22, 1987, to file a grievance to claim all moneys owed. The totals involve millions of dollars.

Some eastern local unions have posted notices and are trying to assure full compliance, but there is still a lack of knowledge, and some employer intimidation against casuals. For example, CF management has been telling some casuals they cannot collect. Local union stewards and agents can and should file on behalf of all casuals in cases where intimidation has caused some casuals not to file.

Meanwhile, at least some carriers are disputing the August 24, 1987, letter from Eastern Conference of Teamsters director Joe Trerotola, which states that casuals will be paid all moneys for trips back to April 1, 1985. The employers are relying on a side deal cut a year ago by the International Union stating that all trips will be payable back to August 1, 1986, and that carriers will only have to pay those who filed timely grievances for money owed prior to August 1986. Many casuals and local unions were told at the time not to file grievances, because grievances already in process would set the precedent.

November 22 Deadline

Most important is that all grievances be filed prior to November 22 to ensure that funds will be collected, and that the carriers won't end up benefiting from this blatant attempt to tear up the contract. It is also important to have this issue won well before next April, so we won't get stuck with substandard pay for road casuals in the 1988 contract.

To get an idea of how much is involved, the average ripoff per trip pulled is about $30. Thus, a casual who has pulled 100 trips is owed about $3,000. Many casuals have pulled several times that.

Our battle to win backpay in the Southern Conference continues. TDU filed NLRB charges on September 17 against the International Union on behalf of all road casuals in the South.

New ISC Member

Sarah Bequette
St. Louis, Missouri

TDU has an important role to play as "watchdog" to the IBT and educator of its rank and file during a strong period of union regrowth. That growth will include a stronger percentage of women than ever before. Wives are truly "Teamsters," too, since everything that affects her Teamster husband affects her and the family. By including a wife on the ISC, TDU offers her and those she represents an opportunity to work for a future that will be beneficial to all. As an ISC member, I hope to keep in touch with TDU wives and help them to realize how important they are. Please write to me in care of TDU, Detroit. I promise to answer all letters.

Grocery News

Denver Grocery Teamsters Win Wage Increases

Teamsters at the Super Valu, Safeway and King Soopers (Kroger) warehouses in Denver have won new five-year contracts that increase pay and eliminate wage disparity between companies. Until now, Denver Super Valu had been paying less than Safeway and King Soopers, allowing the companies to play workers off against each other.

"We took the negotiations with Super Valu first and got parity and more," said Linda Gregg, Local 435 secretary-treasurer and TDUer. The new contract eliminates a permanent two-tier for workers hired after September 1984, which Super Valu had won under a previous administration. Full-scale Super Valu drivers' pay will increase by 15% over the life of the contract. Full-scale warehouse pay goes up by 12%. Warehouse workers who had been at the bottom of the lower tier will see their wages go up by 71% over the life of the contract.

Once the contract with Super Valu was settled, wage parity and comparable working conditions were won at Safeway, and then a week later at King Soopers. While the contracts are not perfect, the elimination of wage disparity is a big victory. The wage increases and parity were won in a difficult atmosphere. Earlier this year, UFCW workers at King Soopers went on strike and still ended up taking wage cuts. Until this month, Safeway was threatening to pull out of Denver if workers didn't agree to concessions. And last July, Teamsters at Super Valu voted down, by 222-4, a company attempt to get rid of the union-shop clause in the contract.

Green Bay Super Valu Locker Lockout

Until recently, Local 75 members at Super Valu's Green Bay, Wisconsin, warehouse had always left belongings in their lockers without any need to lock them up. However, management has developed such concern for workers' security that they recently announced a new policy: all lockers would be equipped with locks and management would hold the keys! This trick didn't sit well with the rank and file. Over half of them have said "no" to Super Valu's attempt to put the locks on. The company is reportedly not pressing the issue.

Save the Date

1988
TDU Convention

October 22-23

Who Should Control the Teamsters Union?

TDU has the answer — membership control of our union through the right to vote. Let others know where you stand by wearing and distributing this new button.

Price: $1.00 each, 10 or more
75¢ each, 100 or more 50¢ each.

Please send me _____ buttons.

Enclosed $_____. Mastercard/Visa #_____ Exp. date___/___

Name_____ Local_____

Address _____

City_____ State_____ Zip_____

Return to: TDU, Box 10128, Detroit, MI 48210

New Leadership, Goals Set at UPS Meeting

Rank and file representatives from dozens of locals and UPS centers converged on the weekend of October 10-11 for two highly successful UPS rank and file meetings. Over 65 representatives were on hand, all paying their own way or sent by chapter collections, with good representation from distant areas like Washington, Oregon and California. A number of centers took up collections, making it possible for members to attend—a good sign of the growing interest and support for the UPS Committee of TDU.

The two meetings included legal reports from TDU attorneys on several important legal cases. Only several days before the meetings a suit was filed against the International Union charging that the conduct of the contract ratification was improper.

Differing opinions surfaced at the Saturday meeting concerning a proposal that TDU work toward getting contract votes for part- and full-time UPS Teamsters. This issue had been raised at the 1986 national meeting, with TDU attorneys reporting that successful legal action over the issue would be very difficult. At this year's meeting some members pointed out the success achieved during this contract in reaching and getting the support of part-time Teamsters. However, the continued concern over divisions between the two groups made it clear that our future work has to address the issue.

Sunday's meeting was devoted primarily to brainstorming, with a number of good ideas coming out of the meeting. Some of the suggestions and ideas raised were:

• Pension Benefits—devoting greater attention to this issue and perhaps even developing a comparison of benefits under the various funds.

• Stress-Related Problems—that we focus on this issue and publicize how workers compensation or disability can be won for stress-reacted illness.

• Recruitment/Literature distribution. One suggestion was that we start a special fund to support distribution efforts in areas where our contacts are weak. For example: through fundraising, money could be made available to help UPS Committee members travel to areas in their vicinity to meet with UPS members or to distribute literature. Further discussion of this is slated to take place with the new steering committee.

• Methods Awareness Days (MAD). Local 639 members reported on their use of this work-to-rule strategy.

• Sheeting While Walking. The safety hazards of this method are well known, but both the grievance procedure and the Occupational Safety and Health Administration (OSHA) have been unwilling to take action. Plans were discussed to start a modest campaign aimed at changing the OSHA rules on this.

• Contract Comparisons. In 1982 the UPS Committee published a contract supplement comparison and in 1986/1987 Tampa, Florida members started developing one. It was suggested that a completed comparison be a project.

• Incentive/Bonus Plan. In the Central States Supplement of the new contract there is provision for members to get rid of the incentive plan, in their center, by filing a grievance signed by a majority of drivers. It was discussed how the UPS Committee could publicize and inform members about this clause.

• Clerks in the Union. Many details are still being worked out on the terms of bringing many UPS clerical people into the union. Discussion focused on how the UPS Committee could keep members informed on this issue.

1987-88 UPS Steering Committee

Dan Campbell
Local 486, Grayling, Mich.

Mark E. Franks
Local 71, Charlotte, N.C.

John C. Henley
Local 20, Sandusky, Ohio

Larry Hughes
Local 431, Medera, Calif.

Doak Jones
Local 70, San Leandro, Calif.

Jack Mallaghan
Local 174, Seattle, Wash.

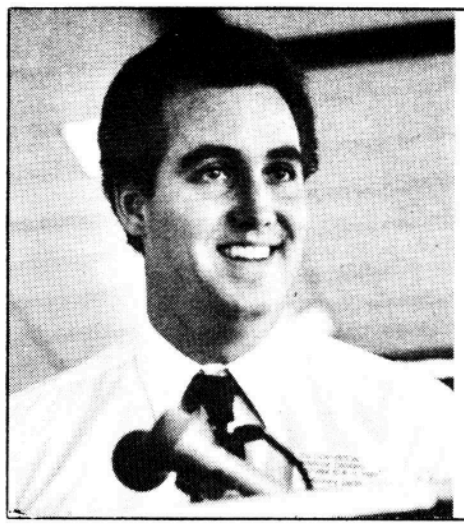
Jim Moody
Local 542, San Diego, Calif.

Michael Savwoir
Local 41, Kansas City, Mo.

J. Anthony Smith
Local 639, Springfield, Va.

Lou Woodward
Local 79, Largo, Fla.

Jake Workman
Local 150, Sacramento, Calif.



New ISC Member

J. Anthony Smith
United Parcel Service
Local 639, Washington, D.C.

Look to the long term and educate yourself... you've gotta shake loose from that strangle hold of the company, you've gotta break free. I'm free. You should be free. If you're not, go on out there, get your education here, take it back to your plants, your offices, your factories, wherever you are, and let's kick some ass.

Company Shortchanges Central States

UPSers Uncover Pension Ripoff

A massive ripoff of pension contribution money has been uncovered by Central States UPS Teamsters, and an investigation is underway by TDU members and attorneys to determine what can be done. The roots of this ripoff go back to the 1984 contract extension, which provided that "on September 1, 1985 and September 1, 1986, the company shall match any increases in contributions to the Health and Welfare and/or Pension in the same manner and amount as allocated under the terms and conditions of the National Master Freight Agreement in each area."

But, in the Central States area this did not happen. While freight Teamsters received increases of 10 cents in April 1985 and again in April 1986, UPS Teamsters in the Central States received only one 10-cent increase to the pension fund! (Other UPS Teamsters in the West and East did get the promised 20 cents paid in.)

So what happened to the missing dime? You guessed it, it went to UPS' profits. And it's a lot more than a dime. Ten cents multiplied by 2,000 hours multiplied by 25,000 participants equals $5 million per year!

Will it affect your pension? You bet it will, because after January 1986 the Central States Fund bases your pension on a formula of 2% of the total amount contributed on your behalf. So if you lose $200 a year for, say, the next 10 years, and then retire, you will lose $40 a month off your pension.

Four TDU members have retained attorney Bob Handelman of Columbus, Ohio, to look into this matter and determine if any correction is possible. We feel we are entitled to the full benefits bargained for and promised in the contract and will be doing everything possible to stop this loss of pension money and benefits.

UPS and Downs

Will Bonus Be Used to Compute Dues?

Drivers in Redding, California, report that the recent payment has been used by their local to raise monthly dues. Apparently the bonus was considered to be equal to a 50c wage increase and dues thereby raised another $1. Local 137 claims the International Union gave them the OK to do this and in fact the IBT Constitution does have a provision allowing it to happen. Chalk it up as another example of the double standard—we don't get to accrue the lump sum bonus from year to year in our wage rate, but the International Union does get to accrue it in our dues rates.

Management Memo on O.J.S. Surfaces

Most package car drivers are well aware of the routine used by supervisors during O.J.S. rides. Now a management document, "Methods of O.J.S.," has surfaced which sheds even more light on this dubious management practice. The document takes a supervisor right through a day on the truck — from AM meeting to punching out, outlining all the picky details that are used to harass drivers. Most interesting, and possibly useful for grievance hearings, are the directions on setting up the day's load so that it is perfect ("Make corrections in the load before the ride"). One section also directs the supervisor to "slide the next packages for delivery into the ready area." No surprises here, but this is the first time that many of us have seen it in writing. Other gems include directions on gaining "control" over the driver and tidbits of UPS Philosophy: ("They will believe in scratch because they will have done scratch").

This document is just one example of others that locals could obtain as evidence in grievance hearings. Very few locals even try, although the law says companies must turn over pertinent information. For a copy of the "Methods of O.J.S." document, please send $1 to the TDU office.

Portland, Oregon UPSers Publish Newsletter

A new rank and file UPS newsletter is on the scene thanks to Portland, Oregon Local 162 members. "The Big Ordeal" was kicked off on April Fools Day and has been published monthly since then. In addition to covering the contract, the newsletter has a number of tongue-in-cheek columns—like, "As the Boxline Turns." Good work, Portland!

Hartford, Connecticut RPS Organizing Boosted By NLRB

An organizing drive by Local 671 received a [illegible]om the National Labor Relations Board when it ruled that RPS driv[illegible] are not independent contractors, and are therefore eligible for unionization. A similar decision was reached earlier this year in Michigan (the representation election was finally won) and a number of other locals have either carried out organizing drives or are in the process. The Hartford vote will not be finalized until unfair labor practices and vote challenges are resolved.

National Carhaul Meeting Focuses on Enforcement and Security

In two special meetings at the TDU Convention, carhaulers from across the country adopted a program aimed at improving enforcement of our contract and strengthening job security. Because of management's continued contempt for our contract, the Carhaulers Contract Committee (CCC) voted to make preparation for an effective strike a major part of our activity. (See article page 12.)

As in the past, the committee will issue regular contract bulletins reporting on negotiations, rank and file activity and management moves. The first will appear in mid-November and will contain the details of the CCC proposals, which can then be submitted by members through their local union.

Included are proposals to strengthen the negotiating process with majority rule for contract acceptance, and for membership election of negotiating committees, both of which the IBT General Executive Board has the power to grant. Likewise, the members have asked for assurance that members on strike will not be sent back to work before a vote is taken on any proposal.

To combat the whipsawing of locals against each other, the CCC would require that *all* locals involved in any competitive approve it before it could go into effect. After the last contract granted members the right to vote on new competitives, the joint labor-management grievance committee changed its rules of procedure to allow approval by only one of the affected locals. Because a few locals have been willing to go along, this has led to widespread introduction of "competitives" paid on a running-mile basis.

The proposals also address the "double breasting" that the union claimed would be forbidden by the last contract, but which in fact has been the other major way that members have been battered into accepting concessions.

All of these attacks could have been stopped if carhaulers had had responsive leadership overseeing and enforcing our contract. Consequently, the CCC voted to work for a "No" vote on any contract until the members are given the right to vote directly on who shall be the union co-chairs of our grievance committees.

The CCC agreed that if the contract we have is effectively enforced and our Cost of Living Protection is fully restored, this would be more valuable than any wage increase.

It was also felt that our benefit plans need strengthening to ensure medical benefits for members who retire early, who are unable to drive because of failing a physical or who are laid off. If additional benefit contributions are paid on the hours we work over 40, a "bank" of benefits can be created for these emergencies.

The CCC proposals also include specific language dealing with driveaway, owner-operators, garage, office and other special supplements. Details on these and other proposals will be included in forthcoming bulletins.

TDU Meets

Long Island
Saturday, December 5
12:oo Noon
Topic: The national drivers-license law
Muffins Restaurant
789 Conklin Avenue
6 blocks west of Route 110
Farmingdale, N.Y.

New Jersey
Sunday, November 22
11:00 a.m.
Topic: The national drivers-license law
Rutgers University
Labor/Management Center
Ryder's Lane, west of Route 1
North Brunswick, N.J.

New York City
Saturday, November 21
10:00 a.m.
Topic: The national drivers-license law
Place TBA
Information: (718)834-0631

Rhode Island/Eastern Mass
Saturday, November 14
10:00 a.m.
Bridgewater Sportsman's Club
Hammond Street
Bridewater, Mass.

Southern California
For meeting information contact: Southern Cal TDU
P.O. Box 1868
Lynwood, Calif. 90262

St. Louis
Sunday, November 15
12:00 p.m.
Amvets Post 88
8449 N. Broadway
St. Louis, Mo.

Ohio Meeting Attended by 150

Truckhaulers Aim for Unity

One hundred and fifty Teamsters employed by various subsidiaries of Jupiter Transportation in Springfield, Ohio, met Oct. 17 to build unity against the divide-and-conquer efforts of Jupiter management. They and many Teamsters delivering heavy duty trucks under the carhaul contract have been barraged with concession demands.

One group of Jupiter employees in Allentown, Pennsylvania Local 773 declined to cut their pay to 25c per mile. Jupiter management simply declared the work would be done by another subsidiary at the cut rate. Al Abruzzi, president of the Allentown local and of the National Driveaway Negotiating Committee, took no steps to stop the deal.

Because of the merger in January of Dallas & Mavis, KAT and Howard Sober under the Jupiter umbrella, Local 654 members in Springfield are facing a round of similar maneuvers by Jupiter management. Both owner-operators and driveaway members are threatened.

Jupiter Transportation truckhaulers meet in Springfield, Ohio.

Companies Refuse to Reveal Rates

As Roy Atha, an owner-operator, said in a recent letter, "The company that I drive for is so greedy and wants to be so powerful that when they come to the employees with their pay cuts and Health and Welfare cuts, and when we turn them down, we get threatened with lower seniority or just the loss of our jobs. The companies refuse to reveal the rates to their owner-operators. This seems totally unfair because I work for 65% of the gross revenue. Sixty-five percent of what? One dollar per truck, $10 per truck, or $1,000 per truck?"

Another attack on the contract could affect all carhaulers unless it is challenged. Jupiter has received permission from the union to divert some traffic that is now hauled by both owner-operators and driveaway onto company-owned trucks and to cut the pay to 31c per mile.

The union members of the Driveaway Grievance Panel in Myrtle Beach, S. Carolina, which approved this cut, were: Al Abruzzi, chairman, whose Allentown Local 773 will be affected by the cut; Larry Miller of Charlotte, N. Carolina Local 71; and Jerry Payne of Columbus, Ohio Local 143.

Local 654 members were told by the union that this proposal would not be heard at Myrtle Beach and so did not attend. There is no sign yet of a vote on this matter. In the past, Jupiter management has misrepresented votes on pay cuts to get them approved by the union. A request to delay implementation of this cut until a proper hearing can be held has been filed.

Planning for 1988 Contract

These and other attacks were on the minds of the 150 Teamsters who met near the Navistar truck plant they haul out of in Springfield. Members discussed how they can improve communication among themselves and their stewards when management tries to divide them. A show of hands indicates attendance at Local 654 meetings will be way up between now and next year's carhaul contract. Members discussed how to make the union meetings more informative, orderly and useful.

Several Local 654 members joined truckhaul Teamsters from both coasts at the CCC meetings at this year's TDU Convention in drawing up contract proposals to revive the truckhaul section of the National Automobile Transporters Agreement. These proposals will be included in the first of a series of contract bulletins which, starting in November, will keep members informed about the negotiations.

Help Get the News Out

Contract time demands extended distribution of carhaul news. Your help is needed distributing bundles of bulletins and *Convoy Dispatch*, recruiting new members, reporting on news at your terminals, and fundraising to pay the considerable cost of additional publication. Call 718-834-0631 or 313-842-2600 and we'll help you get started.

A special carhaul bulletin with more news and full details of contract proposals will be available in November. Order yours now to distribute at your terminal or on the road.

Coming next issue:

- Full details on Dixie reopening in Smyrna;
- News on National Grievance Committee rulings on double breasting and other key issues;
- CCI-Dearborn fights mileage ripoff.

Who Won in Local 728?

While the fate of the democratic rights of the members in Local 728 may well rest in the hands of the Department of Labor, the long-term implications of the campaign will be felt throughout the local and the South. The scoresheet of real unionism in Local 728 has proved to be in favor of the TDU candidates by a wide margin. Let's take a look at who really won.

The TFD (Teamsters for Democracy) campaign was a model of rank and file organization. Besides recruiting over 100 observers and alternate observers, the campaign actively involved hundreds of members, many of whom were never active in local politics. The Mathis family (who didn't need observers!) had trouble recruiting rank and file people to campaign. They relied totally on BAs, appointed stewards and bosses to get their "message" across.

Alliance for Reform

The TFD and MAN slates have established a working alliance for reform in the local union. Besides helping each other on election protests and legalities, the slates are planning joint action. Other reformers in the local have seen that TDU members are the most knowledgeable, the best organized and the truest trade unionists.

The TFD slate and TDU have established a communications network throughout the state of Georgia. New areas were reached, such as factory workers in Savannah and Teamsters at the UPS hubs in Atlanta. TFD and TDU literature reached all 8,000 Teamsters. More than 40,000 pieces of literature were distributed throughout the campaign, addressing the issues. The Mathis family put out one mailing that said nothing to the membership except "vote for us." TFD campaigners had more contact with some shops in the last three months than the Mathis family had in years. The first in a series of post-election bulletins by the TFD slate has just been distributed statewide.

Throughout the election, TDU recruited many new activists, along with hundreds of potential recruits. The Mathis family, while trying its hardest to slur TDU by resorting to lies and forgeries, has seen its propaganda backfire.

The Local 728 election was the talk of the entire Southern Conference. TDU supporters recruited members in Georgia's other local (Local 528) and members there now want a TDU chapter. The Mathis family has actually helped TDU organizing throughout the South.

While the final battle for democracy in Local 728 has yet to be decided, substantial gains have been made. When democratic principles, solidarity and good honest unionism are considered, Weldon and his family can't stand the test. These very principles show that in the hearts and minds of the membership, the TFD slate and TDU are the big winners.

Mathis Carries on Tradition

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volunteers himself, the various employers in 728, to campaign for his slate. UPS, still reeling from the 51% "No" vote on its latest contract, went all out in its support for the Mathis team. At several "AM" meetings (UPS's daily propaganda pep talk), supervisors told members that the TFD slate was not composed of union members but of communists and outsiders bent on destroying the union. This rather surprising tactic (since when has UPS become so concerned over the union?) was an effort to keep what has become a cozy relationship between Local 728 and UPS. Employees were told that if they supported the TFD slate UPS management would find out, and they would be fired. Stacks of anti-TDU literature were delivered directly to UPS by Local 728 business agents and handed out by UPS management. Employers also posted notices refusing admittance to the candidates, and UPS called the police out several times to arrest campaigners. Yet, Mathis, his supporters and his BAs somehow gained access to their properties to campaign and pass out smear sheets. Several employers, including Yellow Freight and Carolina Freight, blatantly violated the National Labor Relations Act and refused to allow even their own employees to campaign on company property, in non-work areas at non-work times.

In the face of this employer intimidation and collusion with the incumbents, Local 728 members still were supporting either the TFD or MAN candidates. Recognizing this, Mathis set up an election procedure to ensure his victory. If they couldn't win by cheating, they'd win by stealing. The election procedure was set up to provide every opportunity to stuff or remove ballots. The incumbents did both.

Democracy Mathis Style

Unlike most Teamster elections, polling in Local 728 is conducted over a four-day period at 54 different locations, primarily at barns across the state. In theory, this system ensures a higher voter turnout. In practice, the election procedures failed miserably to provide a fair election and protect the candidates' rights to have observers monitor the ballot boxes.

Mathis handpicked the 19-member local election committee. It was responsible for riding around the state with the ballot boxes and creating the election rules. Many of the election committee members were BAs. The committee and the local union denied every request made by the opposition to have safeguards for the ballots. They refused to require identification of voters. They refused to devise a system to make sure that voters weren't voting twice. They refused to provide any security for the ballot boxes. This resulted in the 18 ballot boxes "traveling" around the state in the possession of Mathis's handpicked committee. At every point in the four-day election, the ballot boxes were available to be stuffed by any of Mathis's people.

On the day before the election, the local announced that there would be additional ballot boxes at several locations, which prevented the opposition from scheduling observers for certain polling places. At polling places where the opposition did have observers, they were not allowed to see the ledger of voters or check names as they were marked off. At the Atlanta and Pleasantdale UPS hubs, which account for nearly 2,000 members, BA and election committee member Willie Baker took employees off their jobs, instructed them how to vote, and marched them to the polls.

On the night before the ballot boxes were due to show up at the union hall for counting several ballot boxes were missing. The local refused to say how many ballot boxes were present at the hall. On the day of the count, several boxes appeared with the seals removed or broken. Although various protests were filed (protests were filed on 8 of the 18 ballot boxes), Mathis refused to count any of the tainted boxes separately, saying, "Damn those people, get on with the counting."

The local had also printed 10,000 ballots, 2,000 more than needed. When the voting was completed members of both slates asked that Mathis follow past practice and place all of the election materials—unused ballots, ledgers of eligible voters and the printer's count of the ballots—in the election box. He refused, saying that the unused ballots couldn't be found.

To no one's surprise, the vote count resulted in a landslide victory for the incumbents. The Mathis slate received over 3,000 "votes," while the opponents received 1,600 votes collectively. Election protests have been filed by both the TFD and MAN slates, with pages of violations listed.

Weldon's Berlin Wall

Weldon Mathis has shown that he's perfectly willing and able to carry on in the tradition of past Teamster presidents by his complete disregard for the law of the land and his utter contempt for the membership of Local 728. While charges of mob control and corruption get the headlines, it's the dictatorial control over locals and theft of the membership's most basic rights that are strangling the vitality and strength of our union. In a final twisted symbol of Mathis's contempt for democracy, a fence with padlocked gates was constructed around the union hall a few days before the election. Atlanta now has its own "Berlin Wall" to keep the members out and the criminals in. But it will take more than a fence and padlocks to fend off the fighters for democracy in Local 728.

Editor's note: *Convoy Dispatch* called Weldon Mathis, Lamar Mathis and R.C. Smith, Local 728 vice president, for their comments. We were told they were not in their offices. We left messages. Our calls were not returned.

This cartoon appeared in the October 1984 International Teamster Magazine, showing Jackie Presser driving the Teamsters wagon, with President Reagan riding shotgun. Presser is proudly driving the horses in a frenzy over all other unions, with PATCO being driven under the wagon and into the dirt. Draw your own conclusion about where our IBT top officers stand on government union busting—except when it involves their own butts.

Carhaul

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locals, management threats of further layoffs have finally lead to acceptance of this deal by many areas.

Similarly, **Framingham, Anchor** drivers have voted to take their half of the running-mile cut rate that had previously been approved by Janesville, Wisconsin Local 579, which has been the most subservient in accepting cut rates.

It would be very easy for carhaulers to be discouraged by management's ceaseless pushing. That is their major objective—to make us feel beaten. In the last two years there have been few examples, like Local 579, where members and/or their officials cheerfully embraced wage cuts. Much more often members have resisted, often with the assistance or encouragement of good business agents. But even in the Eastern Conference, the cooperation among locals has been only informal. Management has kept probing for weak spots until it found them.

That's why the CCC this year has added a major new dimension to our contract effort. We need overall leadership within our carhaul section of the union to respond to management's attacks.

To be effective, this leadership must be responsive. That's why we propose using the power of rank and file carhaulers to obtain the right to democratically select the union co-chairs of our grievance committee.

'We Intend To Be Heard'

After 30 years the Teamsters are back in the AFL-CIO. We hope it will mean less rivalry and raiding between unions, and more solidarity. In recent years the IBT has been involved in some bitter disputes with other unions, starting with Presser's attempt at a hostile takeover of the typographical workers. The reaffiliation can help put that behind us.

Teamster locals are now free to affiliate with Central Labor Councils and this, too, may aid the labor unity that is so needed.

Some of the best labor leaders, however, question the move because of the timing. For example, Victor Reuther calls it "an attempt to get Presser off the hook." No one has made a secret of the fact that Presser's legal problems—his trial on charges of embezzling union funds to pay "ghost" employees starts in February—and the possible federal Racketeer-Influenced and Corrupt Organizations (RICO) lawsuit are the IBT's motivation for the move.

TDU intends to make full use of the new affiliation. The AFL-CIO expelled the Teamsters in 1957, saying "the IBT is dominated, controlled or substantially influenced in the conduct of its affairs by corrupt influences." This is just as true today, but expulsion did nothing to change it.

TDU has a positive alternative, a one-member-one-vote election supervised by the Department of Labor. We intend to make our presence and position felt within the AFL-CIO. After all, Jackie Presser may sit in the chair at the executive council of the federation, but all of us are now members of it. It's our money that will pay the freight. We intend to be heard throughout the labor movement.

What Will Rejoining the AFL-CIO Mean to Rank and File Teamsters?

The Teamsters Union rejoining the AFL-CIO should be a day for rejoicing, a day when labor solidarity is strengthened. However, the motivation, coming three months before Presser goes on trial and amid reports of a possible Justice Department takeover, is open to a number of questions. The reunification also raises many practical questions for Teamster members. Here we discuss some of the questions raised by the AFL-CIO move.

Why did Presser and the General Executive Board (GEB) make the move towards reaffiliation at this time? They have made that clear, they are looking for political allies. Presser's trial on racketeering and embezzling union funds starts in three months in Cleveland. And the Justice Department has leaked that they may possibly file suit charging that Presser was placed in power by racketeers and calling for a court-appointed trustee. So the Teamster officers are looking for allies.

In addition, GEB members have given up on Presser's scheme to be a rival federation to the AFL-CIO. After Presser became IBT president, he stated he would take over other unions from the AFL-CIO. Fortunately, these plans are history.

This reaffiliation came as a complete surprise to members and local officers. Can they do this? Yes, Article 9 of the Teamster Constitution permits the GEB to affiliate with the AFL-CIO without so much as asking anyone in our union.

What does it mean for labor solidarity? Hopefully, it will mean fewer future fights between our union and others. Article 20 of the AFL-CIO rules provides some mechanism for resolving disputes and it may help. However, some on-going fights, such as who will organize the Coors brewery workers in Colorado, will likely continue.

Improved labor solidarity and fewer raids from the Teamsters are major motivations for various AFL-CIO unions agreeing to accept the Teamsters. Several major unions such as the autoworkers, machinists, government workers (AFSCME and AFGE) and others, have opposed allowing the IBT back into the AFL-CIO. But they have gone along with it now.

What about dues to the AFL-CIO? It will not affect members' dues. The International Union has to pay the per capita tax of 31c per member per month to the AFL-CIO. Teamster locals may affiliate (it's voluntary) with AFL-CIO Central Labor Councils in various cities and counties, and then those locals will have to pay a per capita.

Will the IBT have clout in the AFL-CIO? Presser will have a seat on the 36-member Executive Council and will have a vote there. He may have clout in terms of choosing who succeeds AFL-CIO President Lane Kirkland, who is expected to step down within the next year. No one expects Presser or his successor to be considered for that post, but the IBT could be a factor between front-runners William Wynn of the United Food and Commercial Workers and Thomas R. Donohue, AFL-CIO secretary-treasurer.

Will reaffiliation aid TDU's efforts to reform our union and win the right to vote? Possibly, but not immediately. TDU will use avenues that become available to take our case to the labor movement.

It sounds like this is not going to mean much to the working Teamster member, is that right? That's correct. As far as our contracts, our locals, our battles to win democracy in our Teamsters Union, reaffiliation will mean little. The United Auto Workers reaffiliated in 1981 (after quitting the AFL-CIO because it was too conservative and backward-looking) and it has meant little there also.

Right to Vote Resolution Endorsed at TDU Convention

WHEREAS, the 1.6 million members of our union have had no meaningful input in choosing our International Union officers, including our General President; and

WHEREAS, our top leaders are more in tune with employers than with the working Teamster membership; and

WHEREAS, our General President and other top officials have damaged our union's name and reputation through their association with organized crime, and through their refusal to consider internal mechanisms such as an Ethical Practices Committee, and they have put our union in danger of a federal trusteeship through their self-serving actions; and

WHEREAS, Teamster members cannot accept a dangerous and unwarranted court-appointed trusteeship as a solution to our union's problems:

THEREFORE, this 1987 Rank and File Convention resolves to launch a new phase of our campaign to win the Right to Vote for IBT officers, on the grounds of democratic unionism and as the most effective way to rid our union of corruption.

This Convention reaffirms that in the event of a U.S. Department of Justice suit against the IBT using racketeering statutes, TDU will intervene to strongly oppose a court-appointed trusteeship, and to support a plan that will provide for a supervised one-member,one-vote election for International Union officers.

The Stakes Are Higher than Ever...

TDU is proud of its 12-year heritage in the labor movement. We, the working men and women of the Teamsters Union, know that the future of our union is in our hands and that even a stacked deck can't defeat us. Won't you stand with us by filling in this coupon today?

TDU MEMBERSHIP APPLICATION

Name_____ **Local Union #**_____
(please print)

Address _____

City_____ **State or Province** _____ **Zip** _____

Phone (____) _____ **Company**_____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

____ **$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.**

____ **$60 three year membership fee. ($10 of this shall be rebated to the local chapter.)**

____ **$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.**

☐ **Check or money order** ☐ **Cash**

☐ **Mastercard/Visa:#**_____ **Exp. date**____/____

Date_____ **Signature** _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Employers, Members Gear Up For Carhaul Contract

As negotiations for the 1988 carhaul contract approach, management is stepping up its attacks on our existing contract. Their objective is twofold. First, they want to lock in as many giveaways as possible, even before negotiations begin.

Fortunately, management's second, more important objective is one the members can directly combat with organizing and education. Management aims to make us feel beaten, divided and confused as we go into these negotiations. It will be the objective of this carhaul page and of our special carhaul bulletins to combat that.

The companies' most extreme moves have come in the heavy truck driveaway division where there are now mileage rates of 25c and 31c a mile. (See article page 10.)

Within the carhaul division, management has made its first move on the basic mileage rate. In Oklahoma City, Jack Cooper management asked to cut the mileage rate on a running-mile exchange down to 33.5c/mile with Southern California Local 63 PMT. They made the usual threats, including the use of laid-off drivers to work at the lower rate. For now, the deal has been overwhelmingly rejected. (The hot rumor about merger of Cooper and PMT has been reduced to warm.)

We're sorry to see the once-proud name of Janesville Auto Transport further sullied in **Wentzville, Mo.** For years members of St. Louis Local 604 who are employed by Ryder Systems Complete Auto Transit have rejected running-mile proposals. Now Ryder is setting up a Janesville Auto terminal there to run the cut-rate deals.

For several months there has been pressure to accept a full/half rate deal between **Smyrna, Tennessee** NuCar and numerous other locals. Despite admirable cooperation and communication between a number of the

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